No FEAR Act FY22 Q4 Report

Comparative Data		Previous Fiscal Year Data				
Complaint Activity	2017	2018	2019	2020	2021	4th Qtr FY22
Number of Complaints Filed	26	39	25	31	48	102
Number of Complainants	26	39	24	31	47	100
Repeat Filers	0	0	1	0	1	2

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	4th Qtr FY22
Race	8	8	4	8	20	27
Color	1	4	0	5	4	11
Religion	5	1	0	1	3	117
Reprisal	11	24	16	21	22	82
Sex	9	20	9	15	18	37
Pregnancy Discrimination Act	4	0	0	0	2	4
National Origin	0	4	4	2	5	19
Equal Pay Act	0	0	0	0	0	1
Age	5	8	7	6	7	14
Disability	12	12	13	8	7	187
Genetic Information Non-Disclosure	1	0	0	2	0	0
Non-EEO	0	1	0	1	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	4th Qtr FY22
Appointment/Hire	2	6	2	1	1	10
Assignment of Duties	7	9	9	13	8	18
Awards	1	2	3	0	3	0
Conversion to Full-time	1	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	2	5	2	1	8
Removal	0	0	4	5	2	11
Suspension	4	0	0	1	0	3
Letter of Warning	5	2	1	1	5	5
Other	0	0	0	0	0	0
Duty Hours	1	0	2	2	0	3
Evaluation Appraisal	9	11	17	17	8	16
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	12	21	15	18	20	174
Sexual	2	0	0	6	2	1
Medical Examination	2	0	4	2	0	0
Pay (Including Overtime)	4	0	1	1	2	0
Promotion/Non-Selection	5	12	11	5	13	17
Reassignment						
Denied	1	4	5	7	5	5
Directed	1	3	4	2	0	11
Reasonable Accommodation	4	4	1	5	1	13
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	56
Retirement	1	0	1	0	1	0
Sex-StereoTyping	0	0	0	1	0	0
Telework	0	0	0	0	0	0
Termination	2	3	3	2	4	8
Terms/Conditions of Employment	10	20	13	5	10	104
Time and Attendance	1	3	4	0	4	12
Training	6	3	1	7	2	23

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
10	68	87
10	66	85
0	1	2

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
1	12	16
1	6	6
4	96	117
10	26	49
6	11	22
0	0	1
0	2	11
0	1	1
4	10	11
2	116	152
0	0	0
0	0	0

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22		
4	10	10		
3	6	10		
0	0	0		
0	0	0		
0	0	0		
2	2	8		
0	0	6		
0	0	0		
0	0	0		
0	0	0		
0	0	3		
0	6	9		
0	0	0		
4	90	135		
0	1	1		
0	0	0		
0	0	0		
6	12	12		
0	0	0		
0	1	5		
1	7	7		
0	1	1		
2	46	58		
0	0	0		
0	0	0		
0	0	0		
0	2	7		
5	86	101		
0	4	4		
1	6	9		

				•		•
Comparative Data	Previous Fiscal Year Data					
Processing Time	2017	2018	2019	2020	2021	4th Qtr FY22
Complaints pending during fiscal year						
Average number of days in investigation stage	613	615	436	390	343	255
Average number of days in final action stage	63	58	57	71	80	50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	643	609	397	373	370	277
Average number of days in final action stage	0	40	0	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	604	661	508	312	311	228
Average number of days in final action stage	63	61	58.5	90	85	59

Other

Comparative Data		Previous Fiscal Year Data				
Complaints Dismissed by Agency	2017	2018	2019	2020	2021	4th Qtr FY22
Total Complaints Dismissed by Agency	13	6	3	6	11	5
Average days pending prior to dismissal	100	159	35	66	49	22
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	3	2	5	1	5

Comparative Data		Previous Fiscal Year Data				
Pending Complaints Filed in Previous Fiscal Years by Status	2017	2018	2019	2020	2021	4th Qtr FY22
Total complaints from previous Fiscal Years	70	46	48	41	56	54
Total Complainants	63	44	47	40	54	46
Number complaints pending						
Investigation	28	7	2	4	0	5
ROI Issued, Pending Complainants Action	1	1	1	0	0	1
Hearing	31	30	36	34	49	30
Final Action	4	1	6	1	9	4
Appeal with EEOC Office of Federal Operations	6	7	3	2	3	14

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	2017	2018	2019	2020	2021	4th Qtr FY22
Pending Complaints Where Investigations Exceeds Required Time	23	14	31	34	21	22

0	0	0

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
215	234	258
47	51	51
225	237	284
0	0	0
211	232	235
0	61	60

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
1	2	5
22	21	22
0	0	5

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
86	80	72
75	71	62
25	21	11
2	0	4
52	48	41
2	5	6
5	6	10

1st Qtr FY22	2nd Qtr FY22	3rd Qtr FY22
3	9	14

Comparative Data		Previous Fiscal Year Data										
Total Final Actions Finding Discrimination	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %
Total Number Findings	1		0		1		1		2		1	
Without Hearing	0	0	0	0	0	0	1	100%	2	100%	1	100%
With Hearing	1	100%	0	0	1	100%	0	0	0	0	0	0

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Comparative Data		Previous Fiscal Year Data										
Findings of Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017 #	2017 %	2018 #	2018 %	2019 #	2019%	2020#	2020 %	2021 #	2021 %	2022 #	2022 %
Total Number Findings												
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	100%	0	0	1	100%	0	0	1	100%	1	100%
Sex	1	100%	0	0	1	100%	0	0	0	0	0	0
Pregnancy Discrimination Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	C

Age	1 100%	0	_			0	•	0	0	0	0
Disability	1 100%	0	0	1	100%	1	100%	1	100%	0	0
Genetic Information	0 0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0 0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing											
Race	0 0	0	0	0	0	0	0	0	0	0	0
Color	0 0	0	0	0	0	0	0	0	0	0	0
Religion	0 0	0	0	0	0	0	0	0	0	0	0
Reprisal	1 100%	0	0	1	100%	0	0	0	0	0	0
Sex	1 100%	0	0	1	100%	0	0	0	0	0	0
Pregnancy Discrimination Act	0 0	0	0		0	0	0	0	0	0	0
National Origin	0 0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0 0	0	0	_	0	0	0	0	0	0	0
Age	1 100%	0	0	0	0	0	0	0	0	0	0
Disability	1 100%	0	0	1	100%	0	0	0	0	0	0
Genetic Information	0 0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0 0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	_										
Race	0 0	0	0	0	0	0	0	0	0	0	0
Color	0 0	0	0	0	0	0	0	0	0	0	0
Religion	0 0	0	0	0	0	0	0	0	0	0	0
Reprisal	0 0	0	0	0	0	0	0	1	100%	1	100%
Sex	0 0	0	0		0	0	0	0	0	0	0
Pregnancy Discrimination Act	0 0	0	0	0	0	0	0	0	0	0	0
National Origin	0 0	0	0		0	0	0	0	0	0	0
Equal Pay Act	0 0	0	0	_	0	0	0	0	0	0	0
Age	0 0	0	0	0	0	0	0	0	0	0	0
Disability	0 0	0	0		0	1	100%	1	100%	0	0
Genetic Information	0 0	0	0	_	0	0	0	0	0	0	0
Non-EEO	0 0	0	0	0	0	0	0	0	0	0	0

Comparative Data												
Findings of Discrimination Rendered by Issue	2017 #	2017 %	2018 #	2018 %	2019 #	2019 %	2020 #	2020 %	2021 #	2021 %	2022 #	2022 %
Total Number Findings												
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	1	100%
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100%	0	0	1	100%	0	0	1	100%	1	100%
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	1	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	1	100%	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	100%	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0

Property Color C	Sex-Stereotyping	n n	n	0	n	n	0	0	ıl o	0	n	0
Secretarian		0 0	0		0	0			0	_	0	0
Female Company		0	U		_						9	
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Transport		• •	· ·				-	-	_	_	0	0
The findings After Hosting			0		0	0			0		0	0
Findings After National Conference (1)		• •	0		0	0		0	0		0	0
Queenteenterfries		0 0	0	0	0	0			0	U	0	
Company of Durkers		0 0	0	0	0	0		0	0	0	0	
Interest Column		• •				•					0	0
Concession of Pull Prime Description D			ŭ								0	0
Pictophismay April			v						·		0	0
Demonstration		0 0	U	U	0	0			0	U	9	
Experiment		0 0	0	0	0	0	C	0	0	0	0	0
Designation		0 0	0		-	0			0		0	0
Interval			0			•	,				0	0
Disciplinary Naming 0		0	U.		ű	0			0		0	0
Note Horist			ŭ			•	,		0	_	0	0
Committed Comm			v								0	0
Command of Test			ŭ				,				0	0
Name		• •	· ·				-				0	0
Non-Sexual 1 1,00% 0 0 0 0 0 0 0 0 0		ν ₁ 0	U	U	U	U		0	0	U	U	U
Secular		1 1000/				1000/				0	0	
Medical Examination			v						'			0
Pay Containing Overtime					-						-	0
Promotion/Non-Selection		<u> </u>							<u> </u>		<u> </u>	- 0
New York New York			-								0	0
Denied		0 0	U	0	U	0		0	0	0	0	
1											2	
Resonable Accommodation									0		0	- 0
Seinstatement			ŭ			9			0		0	0
Religious Accommodation			v						<u> </u>		0	
Reference		• •	U		ŭ		-		0		0	0
See-Stereotyping									0		0	- 0
Elework											0	0
Fermination		<u> </u>	ŭ								ŭ	0
Ferms/Conditions of Employment		0 0	· ·								0	0
Time and Attendance 0 0 0 0 0 0 0 0 0						100%			0		0	Ū
Training		<u> </u>	U U			0		-	0		0	0
Ohe Company Ohe		ů,	Ü				,				0	0
Appointment/Hire									-		9	0
Appointment/Hire 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0	0	0	0	0	C	0	0	0	0	0
Sesignment of Duties				-	-	_	_	_	-	-		
Awards 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Ü			0			, ,		0	0
Conversion to Full-time		0	ŭ						·		0	0
Description											U	0
Demotion		0 0	0	0	0	0	C	0	0	0	U	0
Reprimand 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0												
Suspension		• •	· ·				-	-	0		0	0
Removal 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	•	ů,					,		0		0	0
Disciplinary Warning	Suspension		U		-				_		0	0
Outy Hours 0	Removal		Ü			0					0	0
Evaluation/Appraisal 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0 0	· ·		-			-	· ·		0	0
Company Comp	Duty Hours								0		0	0
Harassment Non-Sexual	Evaluation/Appraisal	0 0	U.			0	, ,		0		0	0
Non-Sexual 0 0 0 0 0 0 0 0 1 100% 0 0 0 0 0 0 0 0	Examination/Test	0 0	0	0	0	0	C	0	0	0	0	0
Sexual 0 <td>Harassment</td> <td></td>	Harassment											
Medical Examination 0	Non-Sexual										0	0
Pay (Including Overtime) 0 0 0 0 0 0 0 0 1 100% 0 0 0 0 0 0 0 0	Sexual		ŭ								0	U
Promotion/Non-Selection 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Medical Examination		U			0			<u> </u>		0	0
	Pay (Including Overtime)	0	ŭ						-		0	0
Reassignment	Promotion/Non-Selection	0 0	0	0	0	0	C	0	0	0	0	0
	Reassignment											

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	1	100%	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	100%	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0